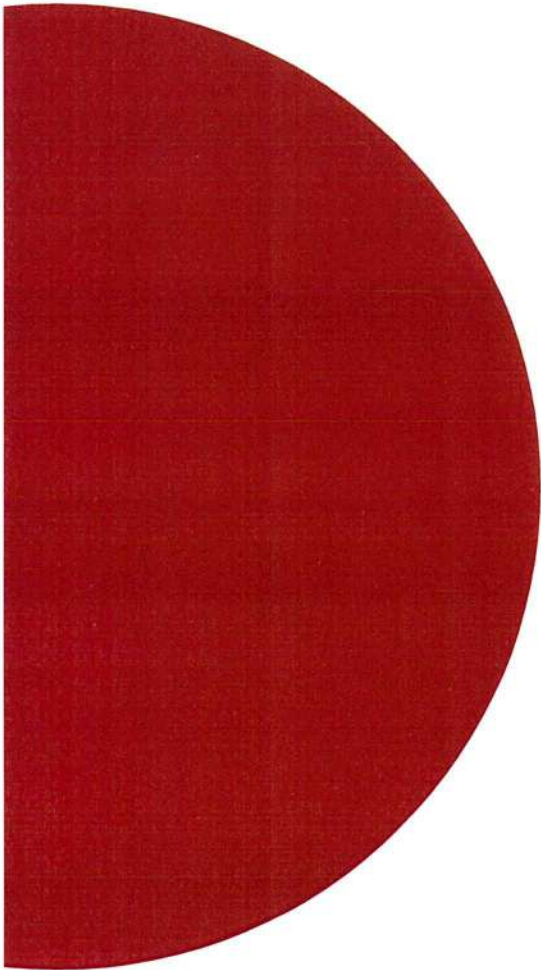







DISCLOSURE STATEMENT ON MODERN SLAVERY



June 2020

SUSTAINABLE DEVELOPMENT GOALS

<p>5 GENDER EQUALITY</p> 	<p>SDG 5: Achieve gender equality and empower all women and girls</p> <p>Target 5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.</p>
<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>SDG 8: Decent Work and Economic Growth</p> <p>Target 8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.</p>
<p>10 REDUCED INEQUALITIES</p> 	<p>SDG 10: Reduced Inequality</p> <p>Target 10.7: Facilitate orderly, safe, and responsible migration and mobility of people, including through implementation of planned and well-managed migration policies.</p>

Section 1. Structure, Business and Supply Chains

Modern slavery covers a variety of legal concepts including forced labour, debt bondage, forced marriage, slavery and slavery-like practices, and human trafficking. According to the International Labour Organization's (ILO) Forced Labour Convention, 1930 (No. 29) and reaffirmed by Forced Labour Protocol (2014), forced labour covers all situations where "work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily." Forced labour is different from sub-standard or exploitative working conditions; in addition to being a serious violation of fundamental human rights and labour rights, the exaction of forced labour is a criminal offence. Various indicators have been developed by the ILO to ascertain when a situation amounts to forced labour:

- Isolation
- Abusive working and living conditions
- Physical and sexual violence
- Excessive overtime
- Intimidation and threats
- Debt bondage
- Retention of identity documents
- Abuse of vulnerability
- Deception
- Withholding of wages
- Restriction of movement



In 2017, the ILO estimated that 40.3 million people are victims of modern slavery with 16.5 million victims in Asia-Pacific alone. Of the 24.9 million people trapped in forced labour, the majority (16 million) work in the private sector, including global supply chains.¹ Those figures are expected to rise dramatically owing to the impact of the Coronavirus pandemic, with well over 8 million cases and over 440,000 deaths globally as of June 2020. Besides the health implications of the disease, the economic crisis and resulting disruptions to global supply chains presents unprecedented challenges for the world's most vulnerable workers.

The coronavirus pandemic will act as a catalyst to reverse the trend of reduced poverty and erase valuable progress. The World Bank estimates that as a direct consequence of COVID-19, nearly half a billion people could be pushed below the poverty line, highlighting the magnitude of this economic shock. Those in extreme poverty, or those living on less than US\$1.90 a day, could rise from 40 million to 60 million people; the number of people living on less than US\$3.20 a day from 40 million to 150 million; and those living on less than US\$5.50 a day from 70 million to 180 million.²

Against this backdrop, the impetus has never been greater for Meiyume to take a proactive approach to addressing modern slavery; this includes ensuring respect for workers' human rights and health and safety. We are also working with the beauty industry to promote adequate labour law protection, social security coverage, safe migration channels, non-discrimination and the right to freedom of association and collective bargaining for all workers.

The scale and complexity of the challenge requires proactive action and collaboration among a variety of stakeholders including governments, international organizations, civil society and the private sector. The Sustainable Development Goals (SDG) including the adoption of three specific targets related to forced labour, human trafficking and safe migration, represent an opportunity for Meiyume to work in partnership with others to ensure stronger due diligence over the supply chains, and to encourage robust labour market and migration governance in the countries where we operate.³

Our disclosure statement on modern slavery is published in accordance with the UK Modern Slavery Act (2015) and the SB657 California Transparency in Supply Chains Act. It sets out the steps taken from January to December 2019 to meet commitments made in our earlier statements and outlines our 2020 modern slavery strategy and commitments.

¹ Modern slavery covers a variety of legal concepts. It refers to situations of exploitation that a person cannot refuse or leave because of threats, violence, coercion, deception and/or abuse of power. ILO Estimates of Modern Slavery, International Labour Office (2017) Geneva.

² World Bank Blog "The impact of COVID-19 (Coronavirus) on global poverty" available at <https://blogs.worldbank.org/opendata/impact-covid-19-coronavirus-global-poverty-why-sub-saharan-africa-might-be-region-hardest>

³ The SDGs supplement the existing international framework on forced labour and child labour. Including: Child Labour Conventions and Recommendations (C138 and R46; C182 and R190); United National Convention on the Rights of the Child; Buenos Aires Declaration on Child Labour, Forced Labour and Youth Employment (2017); ILO Forced Labour Conventions, Recommendations and Protocols (C29, P29, R35 and R203; C105); and The Palermo Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children.

The statement is fully supported and approved by our Board of Directors and signed by our Company President, Gerard Raymond. “We have a responsibility to our customers, the end consumers, and the thousands of workers in our supply chain to ensure that our products are made ethically. The elimination of modern slavery in our operations and throughout our supply chain is a priority for Meiyume as we empower beauty for the future.”

This statement was reviewed externally by the Mekong Club, a Hong Kong-based, non-governmental organisation committed to ending modern slavery within the private sector by raising awareness and providing practical tools to address the problem within supply chains.

A. Business Structure

Meiyume is the beauty company behind the beauty industry. Through our industry experts and global network of suppliers and partners, we delivery transformative, inspired solutions for brands both big and small, and empower them to disrupt the beauty industry. With our multicultural heritage and our international team of beauty specialists working across fields, Meiyume provides customers with a diversity of expertise and insight that is at the top of the industry.

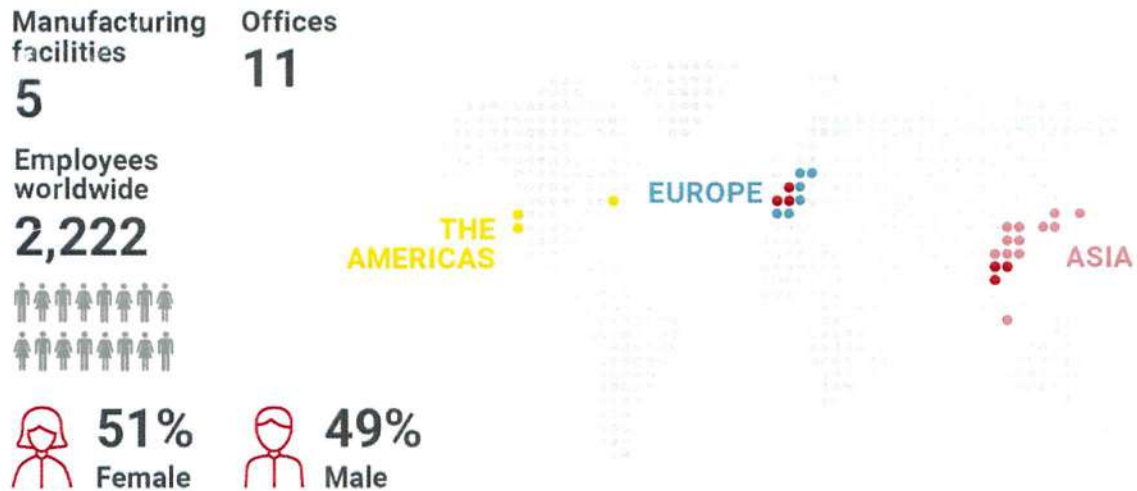
Previously known as LF Beauty under Li & Fung, the company is now owned by the Fung Group (55%) and Hony Capital (45%) and has been rebranded as Meiyume, a fusion of MEI (美), Chinese for beauty, and YUME (夢), Japanese for dream. This rebranding represents both the evolution of our company as well as our vision for the future: elevating our brand while maintaining our identity as a company that pushes the beauty industry towards the future.

Meiyume operates across three key areas:



Our people are at the centre of all that we do. We are committed to their wellbeing and career development. Connecting, Appreciating, Responding to and Encouraging our people – what we know as ‘C.A.R.E’ – is a core engagement initiative at Meiyume. It drives our efforts to provide a working environment that is entrepreneurial, engages employees and fosters a long-term commitment to the company.

The company employs 2,222 people across 11 offices globally and five manufacturing facilities (China, Indonesia, Thailand, the United Kingdom and the United States) and three production regions (Americas, Europe, and Asia).



B. Supply Chain (Tier 1)

Meiyume sources its products from 203 suppliers in 10 production markets.

Meiyume promotes cleaner technologies, safer workplaces, and sustainable practices that are proven to bring a higher return of market success and satisfaction. With a long-term vision for our company and our customers, Meiyume is investing in a better future by developing programmes and investing in certifications to improve supplier sustainability performance. We also believe in purposeful sourcing and selecting suppliers that invest in their workforce and communities.



Table 1: Worker Demographics in the Supply Chain (Tier-1)⁴

	Workers	Management
	<ul style="list-style-type: none"> • 53% of workers are female • 47% of workers are male 	<ul style="list-style-type: none"> • 39% of management are female • 61% of management are male

⁴ Demographics are computed from a linear average of gender ratios provided by top 50 Tier-1 suppliers involved in over 80% of Meiyume total business.

100% of tier-1 production facilities are mapped and approved according to our minimum onboarding standards. In addition, we collect data on suppliers further down our value chain. This includes mapping tier-2 facilities (such as packaging components) and tier-3 raw material providers (particularly for high-risk products such as mica).

As visibility below tier 1 is becoming increasingly important to both us and our stakeholders for effective supply chain due diligence, we will continue further mapping our supply chains for improved end-to-end traceability, including by sourcing an increased amount of certified raw materials.

Section 2. Policies in relation to Modern Slavery and Human Trafficking

A. Cross-Departmental Senior Leadership for Modern Slavery

Engagement of senior leadership across the company is crucial to drive effective corporate responses and policies to end modern slavery.

At Meiyume, several different departments contribute to the company's efforts to end modern slavery, with the involvement and oversight of senior leadership.

The Meiyume Compliance & Sustainability team is responsible for overseeing our vendor compliance operations and working with customers to strengthen compliance and sustainability performance – including overseeing risk assessments and due diligence measures to end modern slavery. The team, which meets every two weeks and comprises nine staff plus one Senior Vice President, maintains its independence from external and internal stakeholders by reporting directly to the company President.

The Fung Group's Vendor Compliance and Sustainability teams that sit within the Group Chairman's Office, are responsible for governance, policy, internal audit and industry partnerships including the development and mainstreaming of the Fung Group's strategy and related KPIs on ending modern slavery.

Human Resources also plays an important part. Our HR professionals help raise awareness by rolling-out our e-learning training on modern slavery for colleagues and by ensuring responsible recruitment within our own organisation, including Meiyume-owned and operated production sites.

B. Codes of Conduct for: Employees, Suppliers, Contractors, and Business Partners

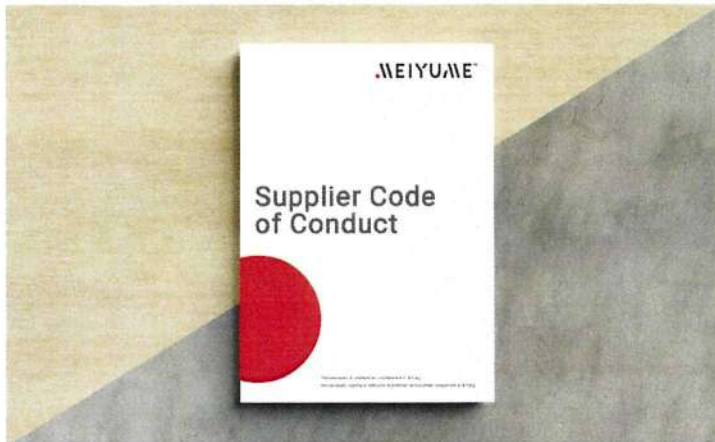
The **Meiyume Code of Conduct and Business Ethics (the Code)** requires all employees and Directors to adhere to the ten principles of the UN Global Compact and the principles contained in the ILO's Declaration on Fundamental Principles and Rights at Work, including the elimination of forced labour.

All new employees learn about the Code during orientation, supported by additional training during the course of their employment. Policies and guidelines for addressing the Code are implemented in the acquisition of any new businesses and through our ongoing recruitment, training, performance assessment, disciplinary and grievance processes.

The Code also requires all employees to work with suppliers to ensure human and labour rights are upheld throughout the supply chain. For ease of reference and as a constant reminder, the Code and its accompanying policies and guidelines are available on One Family, our internal communications platform, and externally on our website. Compliance with the Code is overseen by HR, Legal and/or Corporate Governance divisions. 87% of relevant employees have completed training on the Code and 100% completion is targeted for end of 2020.

Managing supply chain risk starts with **Meiyume's Supplier Code of Conduct (Supplier Code)**. The principles enshrined in the Supplier Code are grounded in the United Nations Universal

Declaration of Human Rights and the ILO's 1998 Declaration on Fundamental Principles and Rights at Work, as well as local law. The Supplier Code, which is available to suppliers in multiple languages, incorporates guidelines on social, environmental and security standards as well as practical resources for implementing standards within factory operations and recommendations for best practice. All forms of modern slavery and child labour are considered zero-tolerance issues which require full remediation and may result in termination of business.



In 2019 we updated our Supplier Code of Conduct to include stronger provisions on responsible recruitment and combatting violence and harassment at work.

The Supplier Code is updated every three years, with the latest update completed in December 2019. The updates incorporate emerging requirements, including strengthened standards related to safe workplaces, labour, human rights and environmental resilience. New provisions were also added in line with the adoption of ILO General Principles and Operational Guidelines for Fair Recruitment and Convention No. 190 and Recommendation No. 206 on combatting violence and harassment at work.

To introduce the updated version, we hosted five training sessions (online and in-person) delivered in the local language of the area, which were attended by 52 suppliers. The training highlights all key changes, their potential impact and requirements for adherence. To date 68 suppliers, representing approximately 34% of Meiyume's tier 1 supply chain, have signed their acceptance of the new Code with the remainder required to sign by later in 2020.

C. Responsible Recruitment Policies

Workers have paid US\$ 4,200 – US\$ 6,000 and even higher for a job.

One of the greatest drivers of modern slavery in all economic sectors is the exploitation of migrant workers occurring at the hands of some unscrupulous recruitment agencies and/or labour brokers. Abusive recruitment practices, including a worker's payment of excessive recruitment fees and related costs, are the most common entry point for modern slavery.

Even fees authorised by law can amount to over US\$6,000, burdening a worker and his or her family with high loan and interest payments. Migrant

workers are most at risk of excessive fees as they often pay twice – both at the home country and destination country.⁵

Costs go to multiple intermediaries, which are typically not regulated by local authorities. Workers who fall into debt may become trapped in abusive working conditions with low or no wages.

The ILO in its *Recommendations of Supplementary Measures for the Effective Suppression of Forced Labour*, calls out the corporate responsibility of “protecting persons, particularly migrant workers, from possible abusive and fraudulent practices during the recruitment and placement process” in combating forced labour. Additionally, the ILO issued *General Principles and Operational Guidelines for Fair Recruitment* stating that companies should include “human rights due diligence assessments of recruitment procedures and should address adverse human rights impacts with which they are involved.”

In line with those commitments, Meiyume launched its Responsible Recruitment Policy to ensure responsible recruitment is implemented across our company and in our supply chain.

Key Highlights – Meiyume Responsible Recruitment Policy



Employer Pays Principle: Suppliers shall take steps to ensure workers do not pay recruitment fees or related costs to get a job. Suppliers shall ensure that where employees have paid recruitment fees or related costs, that workers are reimbursed. In the first year of implementation the focus is on illegal recruitment fees and costs with the goal to progressively cover all fees and costs. The progressive implementation gives suppliers time to prepare for the changes and to put the systems in place to recruit responsibly.



Due Diligence: Prior to selection, suppliers shall undertake a formal screening of labour recruiters to assess commitment and capacity to meet the requirements set forth in the policy. Suppliers shall also have a written contract with labour recruiters incorporating all principles of responsible recruitment and shall conduct ongoing risk assessments and audits, including interviews with migrant workers to evaluate adherence to the contract.



Dialogue and Training: The policy was developed based on dialogue with workers, management and industry partners. In-person consultations took place in Taiwan to better understand the different stakeholder perspectives on responsible recruitment. The policy is being coupled with in-person training and e-learning for colleagues and suppliers to better understand how to implement the policy.

⁵ Destination country refers to the country where the migrant worker secures employment.

Section 3: Risk Assessment, Prevention and Mitigation

A. Overview of Existing Risk Assessment Policies and Procedures

We acknowledge that there are modern slavery risks that exist in the sectors and markets where we operate. The challenge is to proactively identify and dissect modern slavery risks at various levels (region, country, facility, worker and product) so they can be effectively mitigated or otherwise addressed.

Risk assessment cannot be a static exercise. As modern slavery risks evolve and emerge in response to changing social, economic and political trends, it is important that we use knowledge from our industry partnerships together with our own supply chain insights to actively stay on top of developments. In 2019 our risk assessment included a review of information from the following key sources:

- Mekong Club's Risk Assessment Matrix, Quarterly Working Group and Knowledge Hub
- Ethical Trade Initiative Beauty and Cosmetics Working Group
- Ethical Trade Initiative Modern Slavery Working Group and COVID-19 Resources
- Centre for Child Rights and Corporate Social Responsibility's (CCR CSR) Working Group
- US Department of Labour's List of Goods Produced by Child Labour or Forced Labour
- ILO Global Estimates on Modern Slavery
- Walk Free Foundation 2018 Global Slavery Index
- SOMO, "Global Mica Mining and the Impact on Children's Rights"
- Business and Human Rights Resource Centre – COVID-19 Outbreak: Supply Chain Workers

Focus on Mica

Mica is one of the most important mineral ingredients used in cosmetics. The mineral-based material is mainly for make-up - mascara, foundation, blushers, facial powder, concealer, moisturiser, eye liner, eye shadow, lipstick, lip balm, lip gloss, lip liner - and nail polish.

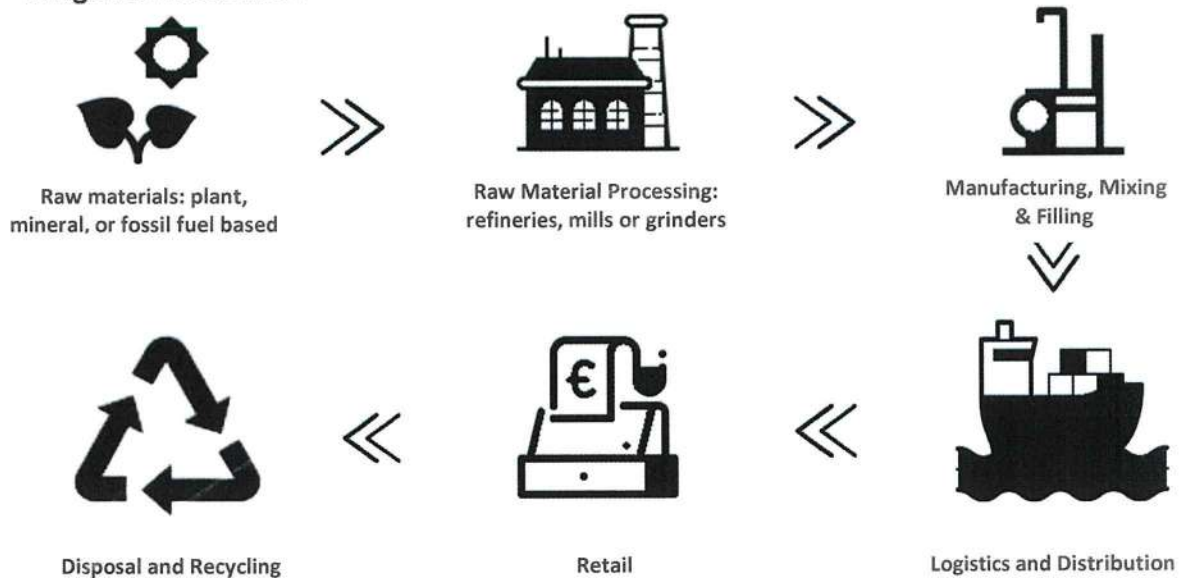
Mica is mined mostly in India and China, followed by the US and Europe. Mica, particularly when coming from illegal mines, has also been linked to child labour and serious health and safety issues. Meiyume sources mica from Brazil, China, India, Japan, Malaysia, Pakistan, and the US.

Although the use of mica in Meiyume's supply chain is minimal, Meiyume will only work with trusted and carefully vetted suppliers in order to uphold human and social rights as outlined in our *Mica Responsible Sourcing Policy*. To be selected as a partner, our suppliers must implement the following actions:

- Source mica from legal, gated mines to ensure full traceability
- Committed to no child labour or forced labour
- Conduct regular social audits by independent third parties and regularly organise mine visits

The majority of Meiyume mica suppliers are also part of the Responsible Mica Initiative. Further details can be found at www.responsible-mica-initiative.com

B. Map of the beauty supply chain highlighting key modern slavery risks, prevention and mitigation measures



Raw Materials: traceability to the raw material level is difficult as both plant and mineral-based supply chains can be highly fragmented and opaque. Key risks include:

- Under-age seasonal harvest work (plantations)
- Forced and trafficked labour, including state imposed (plantations)
- Modern slavery risks in mining and conflict regions (mineral-based)
- As part of our sustainability commitments, we will progressively improve visibility over our raw materials, which means knowing the origin of the plant or mine and the country in which it was produced. Our Supplier Code of Conduct states that suppliers must not use or purchase raw materials from regions or countries with systemic forced labour nor can suppliers use or purchase conflict minerals that may directly or indirectly finance or benefit armed groups. As Meiyume increases visibility to the raw materials supply chain, we improve our assessment of modern slavery risks.

Processing and Manufacturing: we evaluate social and environmental performance with manufacturing suppliers through regular audits and unannounced spot checks. For salient risks in our top producing countries please refer to section C of this report.

Packaging and Distribution: Shipping remains the most common means of transporting goods because its environmental impact is lower and is generally less expensive than by air. Yet isolation at sea and the global nature of the industry makes abuses harder to detect than at land-based sites. Many workers in the logistics and transportation industry are also migrant workers, which place them at a high risk of exploitation. Although Meiyume does not have control over the downstream transportation of most products manufactured, we continuously look for modern slavery vulnerabilities in cases where our shipment terms include inland distribution.

Disposal and Recycling: collection and recycling of waste products in developing markets largely devolve upon the informal sector. Key risks include:

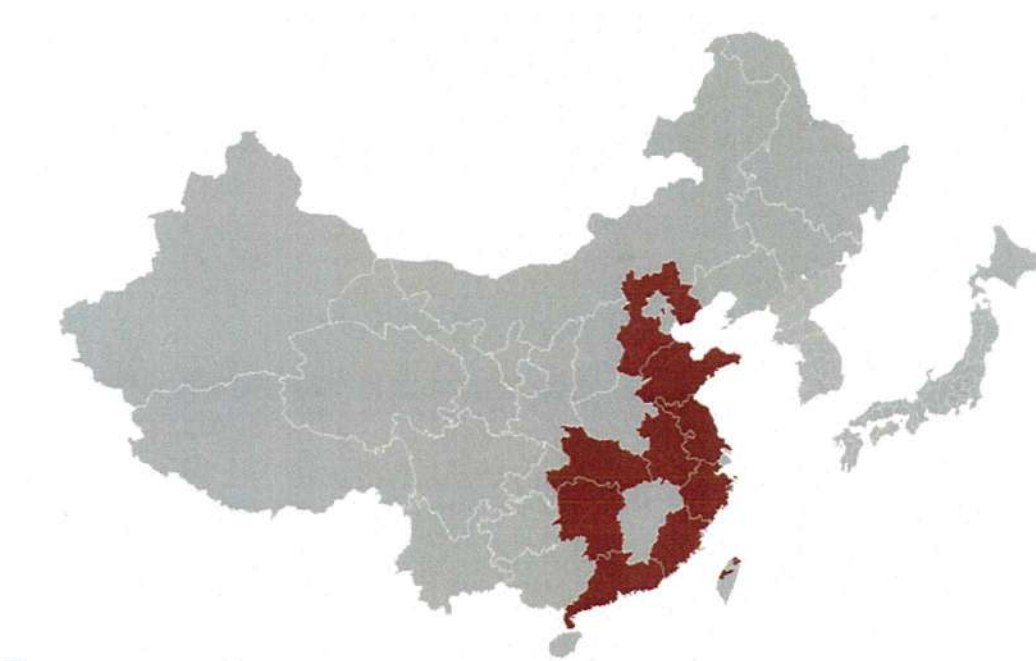
- Under-age work in impoverished communities for the collection of recyclable waste
- Underpayment of wages or lack of minimum wage standard for the informal sector

C. Modern Slavery Risks, Mitigation and Prevention Measures in Production Markets

We use the Mekong Club Risk Assessment Matrix (RAM), which combines a series of standardised indicators to better understand our risk associated with raw materials and supply chain processes by product, process and region. The RAM aggregates multiple sources of audit data associated with specific materials and processes from different companies gathered in different formats. The matrix is currently based on the analysis of 70,000 data points and the latest dataset available.⁶

Below we have provided an example of regional and product modern slavery risks for our production countries in East Asia as identified in the RAM tool.⁷ Red indicate states/regions where indicators and/or cases of modern slavery have been identified. Blue indicates where there is insufficient information to conclude whether modern slavery has been identified in the region, but audit data is available. Areas uncolored indicate that the RAM does not hold data on that region.

East Asia



Common Indicators of modern slavery: Migrant labour issues, deprivation of liberty, overtime issues, contract issues, payment issues, overtime issues, bonded labour, child labour

Mitigation Actions:

Engaged suppliers through Ethical Trade Initiative's "Ethical Recruitment as Prevention of Involuntary Work" project. In-person capacity-building with suppliers on responsible recruitment.

⁶ Latest dataset is from March 2019

⁷ For information on our actions in Taiwan, Turkey and Jordan please see the section on capacity building.

Section 4: Due Diligence Processes

A. Monitoring and Grievance Mechanisms

Compliance with the Supplier Code is assessed by a designated third-party audit firm. All our direct suppliers (tier 1) are audited according to a timeline, which varies according to their level of risk. The performance of our third-party audit firms is monitored by a robust system of key performance indicators covering areas such as integrity, performance and accuracy. We also rotate the audit firms who conduct our onsite audits to maximize the strengths of each firm and to reduce the risk of collusion with factory management.

Meiyume accepts audits from twelve recognized social and/or environmental compliance standards that meet our requirements as part of our audit “equivalency” programme. This mutual recognition programme has drastically reduced audit duplication and allows supplier resources to be reallocated to the sustainable improvement of critical issues.

As part of our assurance programme on factories audited against industry and customer standards, Meiyume and designated third-party audit firms conduct unannounced spot checks on factories, with a particular focus on factories in countries where there are increased risk factors, such as a lack of transparency, or presence of vulnerable groups of workers.

B. Remediation

Meiyume has a remediation programme to continuously improve performance in our supply chain. When non-compliances are identified through audits, the non-compliance is recorded into a standardised monitoring system and discussed with the factory. The factory then develops a corrective action plan with a root cause analysis and focus on prevention. When critical or zero-tolerance issues are identified, the factory is required to remediate violations with progress monitored by Meiyume’s Vendor Compliance and Sustainability team. If the violations have not been systematically remediated, business is discontinued after agreeing on a responsible exit plan.

Remediation guidance includes:

- Information on immediate corrective action to be taken in cases of non-compliance, including providing assistance to the affected persons (the rights’ holder) and paying back any outstanding wages or fees (where relevant)
- Preventative action, including the use of third-party experts to assist the factory in changing its management systems or policies that may have contributed to the violation
- Business consequences as needed related to both the non-compliance and any failure to remediate

To date, no cases of modern slavery have been identified in Meiyume’s business or supply chains, however we understand that remediating cases of forced labour is challenging given the

severity of the issue, the time needed for sustainable improvement, and the need to balance consequences for zero-tolerance findings (termination) with remediation needs (which may require factory support). If such cases were to be found, we would engage a third-party specialist to assist with the remediation to generate the best possible outcome for impacted worker(s).

We acknowledge that with the coronavirus pandemic, we must continue to explore ways on how to effectively use new technology and digitalisation to continue remediation efforts despite restrictions on travel and social interaction.

Section 5: Training and capacity building

A. Ethical Trading Initiative (ETI)

Meiyume is a member of the ETI's Cosmetics Working Group, which looks at business and human rights risks in the cosmetics supply chain. The group aims to explore and establish joint approaches to effective assessment of labour rights (beyond auditing) remedy and capacity building with common agents and suppliers and to implement a joint approach to Business and Human Rights Due Diligence in the extended supply chain.

We also gain access to the expert knowledge and support from the dedicated Modern Slavery Strategy Unit and benefit from the peer-learning and opportunity for collaboration through its tripartite membership, made up of companies, trade unions and NGOs. Being a member of the working group allows us to keep apprised of emerging risks and best practice solutions. As part of the working group, we provided input to the ETI's response to the UK Government's public consultation on proposed changes to the Modern Slavery Act 2015, which followed the independent review of the Modern Slavery Act.

Capacity Building with ETI in China – Learning Map

In November 2019, as a part of the "Ethical Recruitment as Prevention of Involuntary Work" project, ETI piloted a Learning Map with various resources, including China Recruitment Practice Survey Findings, Guidelines on Ethical Recruitment and Forced Labour in China, and videos related to modern slavery. The Learning Map is easily available to suppliers via their mobile phone and to date, over 170 of our suppliers have accessed the training content and feedback has been positive:

"The training materials provide great detail on modern slavery, which help us to understand the requirements of relevant regulations and laws as well as expectations of brands" - Factory Manager, 2019.

"Learning Map is very well designed. Videos and pictures are more interesting and easier to understand than reading words only" - Factory Compliance Officer, 2019

Survey results were also used by ETI to develop a new tool, "Ethical Recruitment Practices and Forced Labour in China: Guidelines for Employers". The guidelines cover potential forced labour risks throughout the employment process, from recruitment to termination, and focuses on ethical recruitment practices.

Meiyume will work closely with ETI to distribute the tool to factories in our supply chain and to develop and scale effective training approaches to equip factories with hands-on knowledge and toolkits to combat modern slavery in the global supply chain.

B. Responsible Recruitment Training in Taiwan



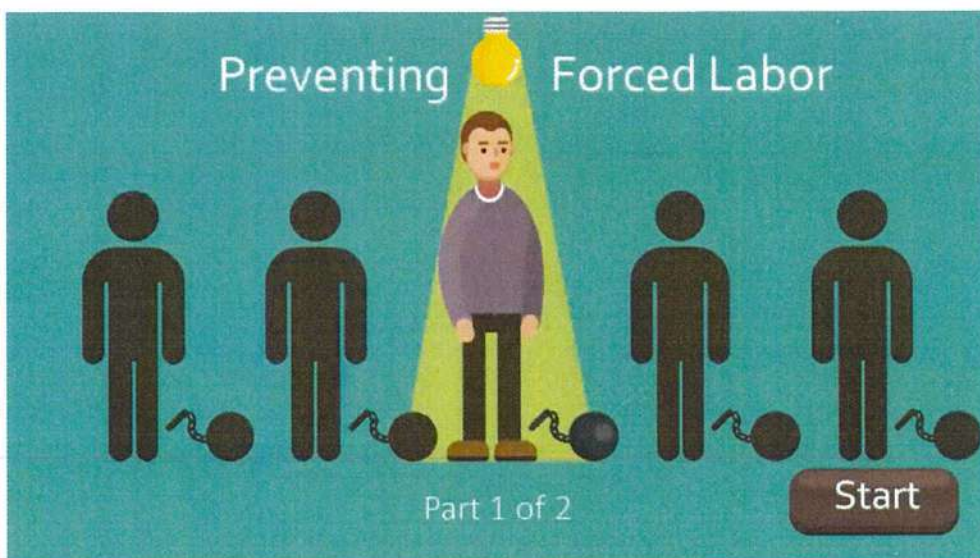
We partnered with the NGO Verité to organise a two-day training for factory staff in Taiwan. Four Meiyume factories attended the workshop to learn about the common risks and challenges in third-party recruitment and the employment of foreign migrant workers, and shared experiences and best practices on how to improve visibility and minimise risk in the recruitment process.

C. Mekong Club

We believe that participating in partnerships that join key stakeholders in the fight against modern slavery, will lead to increased success in building the required leverage and impact to address the issue. To this end, Meiyume recently joined the Mekong Club, a membership-based organisation focused on working with companies that have an active passion for eradicating modern slavery. We have nominated a representative to be a point of contact for Mekong Club and to coordinate the access to Mekong Club's suite of tools and resources to educate staff about modern slavery issues. Through industry-specific networks and expert training, the club is a catalyst for change – engaging, inspiring and supporting the private sector to lead in the fight against modern slavery.

D. E-Learning on Modern Slavery

In April 2020, we rolled out a mandatory e-learning training to educate colleagues on modern slavery. The e-learning takes around 25 minutes to complete and runs through key concepts of modern slavery, risk indicators, best practices and prevention and remediation. The e-learning is available in English and Chinese. Our aim is to have 100% of Meiyume employees complete the training by end 2020.



Section 6: Effectiveness, measured against appropriate KPIs

In 2020 and beyond, we recognise there will continue to be significant health and financial challenges related to the coronavirus pandemic that cause untold disruptions to our business and supply chain and stand in the way of progress. We cannot pause our work in this important area when the need for action has never been greater, with modern slavery vulnerability increasing as a result of this crisis. We will need to be innovative on how make progress despite travel restrictions and physical distancing.

Meiyume's focus for this coming financial year is on actively monitoring our supply chain to identify and reduce modern slavery risk, whilst collaborating with partners for sector-level change and ensuring victim-centric remediation, should any forms of modern slavery be detected. Particular attention will be paid to ensuring new risks and vulnerabilities in the supply chain, arising from COVID-19, are addressed.

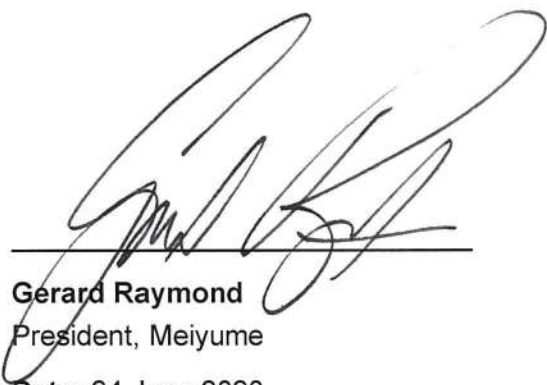
We aim to achieve this through:

1. The effective implementation of our new Responsible Recruitment Policy (RRP).
2. Creating an informed and empowered cohort of employees and supply chain partners.
3. Increased transparency in high-risk areas of the supply chain through proactive investigation.
4. All cases of modern slavery managed in compliance with our Remediation Programme.

Key Performance Indicators (2020)		
Goal	Target /Indicator	KPI Description
1. Effective implementation of the Responsible Recruitment Policy	100%	Meiyume strategic suppliers trained on the Responsible Recruitment Policy (PPR).
2. Informed and Empowered Employees	100%	Meiyume staff globally completed Modern Slavery e-learning
	100%	Meiyume staff globally completed Business Ethics e-learning
3. Increased Supply Chain Transparency	5	Monitoring visits conducted on modern slavery, considering new risks arising from COVID-19
	100%	Modern slavery risk assessment for new production countries and suppliers
4. Victim Centric Remediation	100%	Modern slavery cases remediated in line with remediation guidance

As we advance our agenda to abolish modern slavery, we will monitor our progress against our Key Performance Indicators and report on our progress in our next modern slavery statement.

Meiyume will continue to evaluate the effectiveness of our efforts to prevent modern slavery in our operations. We adhere to a principle of non-discrimination for workers in our supply chain and ensure that workers are compensated fairly and recognised based purely on merit regardless of their gender, race, religion, socio-economic background, or nationality. We are committed to expand and look for new industry collaboration and to equip factories in our supply chain with the necessary tools to identify and prevent all forms of modern slavery.



Gerard Raymond
President, Meiyume
Date: 24 June 2020